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ABSTRACT

As part of an evaluation of the effectiveness of its nursing program, William Rainey Harper College (WRHC) in Illinois conducted a follow-up study of program graduates from 1994. One year after their graduation, questionnaires were sent to all 114 graduates from 1994, soliciting information on their employment status, future educational plans, and evaluation of their experience at WRHC. In addition, a second survey was sent to the employers of 50 consenting graduates to determine their perceptions of graduates. Study findings, based on responses from 70 graduates and 16 employers, included the following: (1) 66.7% of the graduates were employed full-time, 30% were employed part-time, and 3% had chosen to be homemakers; (2) the mean annual full-time salary of graduates was $31,654, up 2.2% from 1992; (3) 49% of the graduates employed were supervising others, compared to only 33% of 1992 graduates; (4) while only 7.2% were enrolled in a college degree program, 65% indicated that they planned to enroll in the next year or two; (5) with respect to the education they received in the program, 56% were very satisfied and 97% were at least satisfied; and (6) while employers rated graduates as better than adequate on 44 functions included in the survey, they were rated highest on communication skills and ethics and lowest on critical thinking and research. The survey instrument is appended. (BCY)

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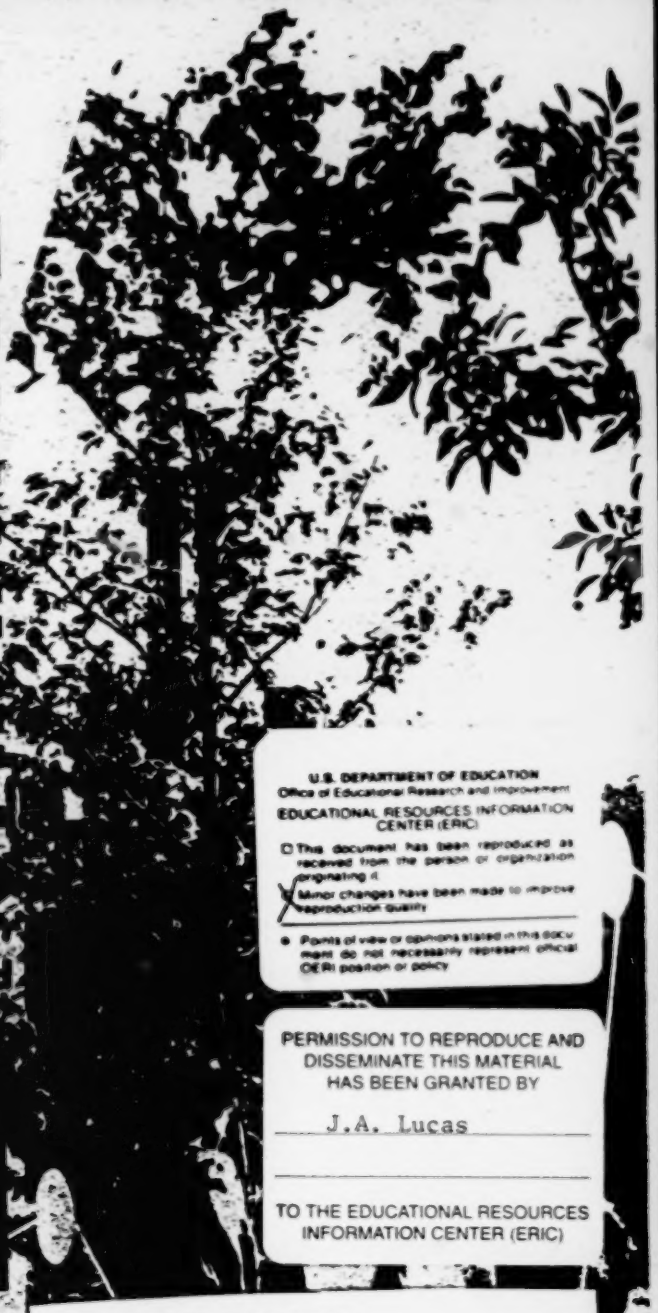

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TO THE EDUCATIONAL RESOURCES INFORMATION CENTER (ERIC)

Volume XXIV, No. 6
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FOLLOW-UP STUDY OF 1994 NURSING GRADUATES

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ABSTRACT

The purpose of this study was to follow up the 1994 graduates of the Nursing Program as a means of evaluating the program. A survey instrument was distributed to the 114 1994 graduates, and after two mailings and a telephone prompt, 70 completed surveys were obtained for a 60 percent response rate. The survey asked the graduates about their present employment status, their future educational goals and for an evaluation of their experience at Harper College. Results of this survey were compared to past follow-up studies. In addition, a performance evaluation survey was sent to employers of graduates, who had given permission to survey their employers, and a 32 percent response rate was received.

Results of the survey showed that many more nursing graduates (almost half) are now called on to supervise others on a regular basis. There is also a significant increase in nursing graduates continuing to work for the same organization as when they entered the Nursing Program at Harper College. Moreover, more than half have secured their jobs before they graduate. Nursing graduates are now more likely to specialize in medical nursing, geriatrics, rehabilitation, home care and emergency care than formerly. Fewer now work in hospitals, while more work in extended care facilities, doctor offices and home health care agencies.

However, nursing graduates would still prefer to work in a hospital if they could get such positions. Graduates are also more likely to work days than formerly, but this may be because fewer are working in hospitals. Graduates, for the most part, rated all the aspects of their nursing education at Harper College as more than adequate and felt more than adequately prepared for all the aspects of their jobs. Employers rated these nursing graduates as better than adequate on all 44 functions which they rated in the employer survey.

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Purpose

The purpose of this study was to follow up the 1994 graduates of the Nursing Program as a means of evaluating the program. The survey asked the graduates about their present employment status, their future educational plans and an evaluation of their experience at Harper. In addition, a performance evaluation survey was sent to employers of graduates who had given permission to survey their employers. The study was requested by the Director of the Nursing Program.

Methodology and Population Surveyed

The survey instruments shown in the appendix were developed jointly by the Office of Planning and Research and the Director of Nursing. One was mailed to the 114 1994 graduates one year after their graduation. After two mailings and a prompting telephone call, 70 completed survey forms were received for a 61 percent response rate. Results of the survey were compared to past surveys of graduates from 1987 to 1992. However, in the latest survey there were many new items which could not be compared. The second survey was sent to employers of 50 gradutes who gave permission to survey their employers. Sixteen completed surveys were received for a 32 percent response rate but these 16 responses represented only 14 percent of the graduating class.

Major Conclusions

Many more nursing graduates (almost half) are now called on to supervise others on a regular basis. There is also a significant increase in nursing graduates continuing to work for the same organization as when they entered the Nursing Program at Harper College. Moreover, more than half have secured their jobs before they graduate. Nursing graduates are now more likely to specialize in medical nursing, geriatrics, rehabilitation, home care and emergency care than formerly. Fewer now work in hospitals while more work in extended care facilities, doctor offices and home health care agencies.

However, nursing graduates would still prefer to work in a hospital if they could get such positions. Graduates are also more likely to work days than formerly was the case, but this may be because fewer are working in hospitals. Graduates, for the most part, rated all the aspects of their nursing education at Harper College as more than adequate and felt more than adequately prepared for all the aspects of their jobs. Employers rated these nursing graduates as better than adequate on all 44 functions which they rated in the employer survey.

Discussion of Results

A year after graduating from the Nursing Program at Harper College, two thirds of the students are employed full time, 30 percent are employed part time and 3 percent have chosen to be homemakers. This is similar to past graduating classes. Among those employed, 94 percent are in nursing positions. The full-time annual salaries of nursing graduates is beginning to level off now at $31,600, up only 2.2 percent from the previous 1992 graduating class surveyed. In earlier years, the salaries were rising much faster.

In a major change, 49 percent of the 1994 nursing graduates employed were supervising on a regular basis as compared to only 33 percent of the 1992 nursing graduating class and lower percents in graduating classes before that time. While 85 percent of the 1994 class are satisfied with their jobs, the level of satisfaction is lower than that experienced by earlier classes. Over two-thirds work in the Harper College district, and the distance graduates take jobs from the Harper district has not changed much over the years.

Another large increase saw the percent of nursing graduates working for the same organization as when they entered the Nursing Program rise from 14 percent in past years to 19.5 percent for the 1994 nursing graduates. This latest survey also showed that 54 percent had found their jobs before graduation.
There were substantial increases in the percent of nursing graduates specializing in medical nursing (from 22.0% to 32.3%), geriatrics (from 16.2% to 27.4%), rehabilitation (from 1.6% to 6.5%), home care (from 1.6% to 4.8%), and emergency care (from 5.3% to 8.1%). Only 63 percent are in the clinical practice of their first choice.

Discussion of Results (continued)

There was a major decline in the percent of nursing graduates working in hospitals - averaged 74 percent previously but was down to 62 percent for the 1994 class. At the same time there were increases in the percentages working in extended care facilities (up from 9.4% to 19.7%), doctor offices (up from 6.3% to 8.2%), and home health care agencies (up from 5.9% to 9.8%). At the same time there was an increase in nursing graduates not getting their first choice as to the type of organizations they wanted to work in (up from 14.1% to 31.2%). All those not getting their first choice wanted to work in a hospital.

While Alexian Brothers, Northwest Community and Lutheran General Hospitals employed 43 percent of the 1994 nursing graduates, there were another 28 employers accounting for the remaining 57 percent. There was an increase in the percentage of nursing graduates working days (up from 38.5% to 47.5%) but that may be due to the fact there were fewer working in hospitals.

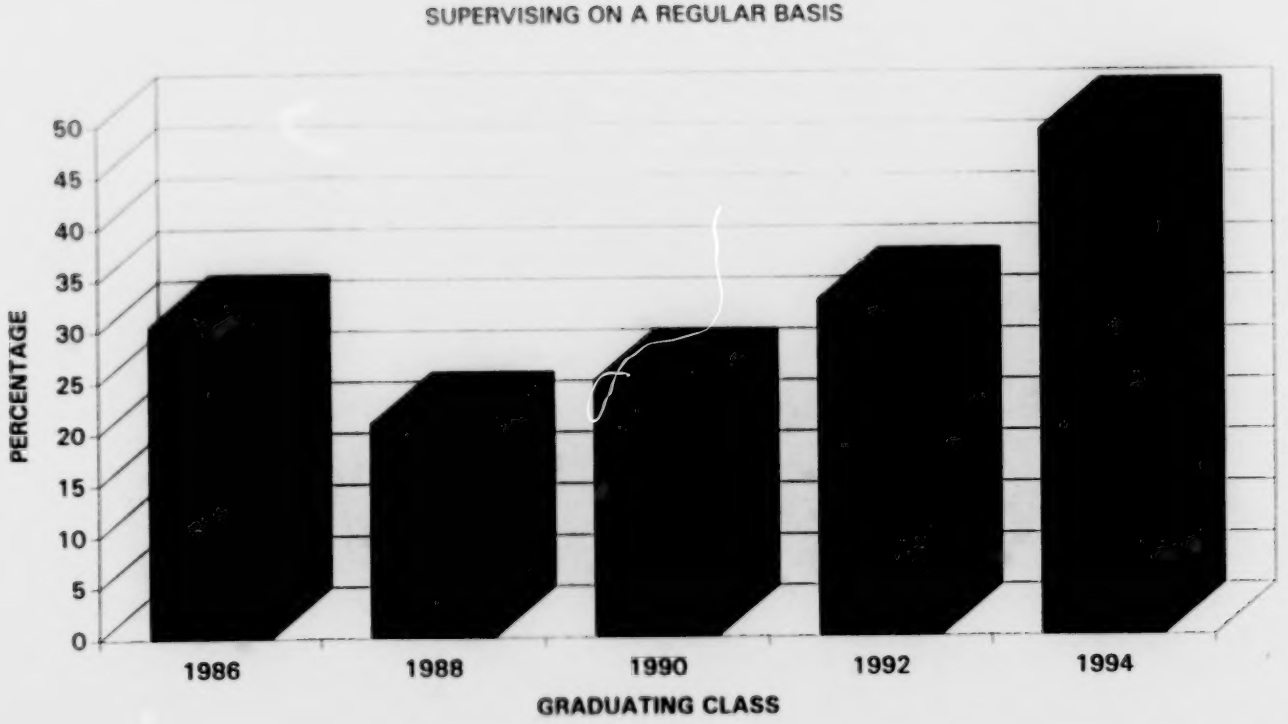
Although only 7.2 percent of the nursing graduates are currently enrolled in a college degree program, some 65 percent plan to do so in the next year or two. Among those employed in nursing, 54 percent have taken more than ten clock hours of continuing education or in-service training during the past year, and 61 percent read nursing journal articles at least once a week. Less than 18 percent belong to some type of professional nursing organization.

In evaluating their education in the Nursing Program at Harper College, 56 percent were very satisfied, and 97 percent were at least satisfied. All 11 attributes of the Nursing Program were rated better than adequate. Preparation in basic nursing principles was rated highest as close to excellent. Classroom preparation for nursing practice, interactive videos, and computer assisted instruction were also rated highly as slightly closer to excellent than to adequate. These nursing graduates also felt well prepared for their current positions as they rated all 16 areas of preparation as better than adequate. The highest preparation rating was obtained for passing the NCLEX exam as it was rated close to excellent. Developing various communication skills and developing client assessments and outcomes were also rated highly - closer to excellent than to adequate.

The sixteen employer responses represented ten different institutions and 11 different units to which they were assigned. Alexian Brothers employed six graduates. They were also fairly evenly balanced among the three shifts. Graduates were rated as to their effectiveness across forty-four functions listed in the survey. Graduates were rated as better than adequate on all of these functions. The graduates were rated highest on communication skills and ethics and on providing a healthy work environment. They were rated poorest on critical thinking, research and some management skills, but even in this case, they were rated as better than adequate.

Follow-up of 1994 Nursing Graduates

	Percentage				
Present Status	1986	1988	1990	1992	1994
Employed full time but not enrolled in college	50.7	42.9	57.3	47.2	66.7
Employed full time and enrolled part time	8.0	1.3	13.5	10.6	0
Enrolled in college full time but not employed	----	3.9	----	2.8	----
Enrolled in college part time/employed part time	8.0	13.0	7.3	13.4	7.2
Employed part time but not enrolled in college	29.3	26.0	18.8	16.2	23.2
Enrolled in college part time but not employed	1.3	----	----	2.1	0
Unemployed, not enrolled, but seeking employment	----	2.6	----	1.4	0
Homemaker, not employed, not enrolled	2.7	----	----	1.4	2.9
Enrolled full time and employed part time	----	----	3.1	4.2	0
Employed full time and enrolled full time	----	1.3	----	0.7	0
Total	100.0	100.0	100.0	100.0	100.0
Present Educational Goals					
Presently enrolled full time in a college/university	-----	11.1	3.2	8.6	7.2
Presently enrolled part time in a college/university	17.3	15.9	14.7	20.0	0
Plan within the next year to return to college	22.7	30.2	24.2	19.3	31.9
Plan to return to college some day	33.3	28.6	31.6	27.9	33.3
Presently enrolled in a specific training program	----	4.8	3.2	2.1	0
Have completed my educational plans	6.7	9.5	4.2	5.7	8.7
Educational plans are unknown at this point	16.0	14.3	16.8	13.6	18.9
Do not intend to seek further education or training	4.0	4.8	2.1	2.9	0
Total	100.0	100.0	100.0	100.0	100.0
Relatedness of Present Job to Nursing					
They are identical	81.6	73.2	87.4	77.5	94.0
They are closely related	11.3	15.5	10.5	14.0	0
They are somewhat related	4.2	4.2	0	3.1	0
They are not related - temporary job while in transition - could not find nursing job - nursing job too far away	2.8	7.0	2.1	5.4	6.0
Total	100.0	100.0	100.0	100.0	100.0
Extent to Which Nursing Graduates Supervise the Work of Others					
Supervise or manage the work of over 20 people	.7	1.5	1.0	4.7	3.0
Supervise or manage the work of 11-20 people	----	----	----	.8	3.0
Supervise or manage the work of 5-10 people	8.3	1.5	4.2	8.6	10.4
Supervise or manage the work of 1-4 people	21.5	17.9	19.8	18.8	32.8
Occasionally a team leader/supervise some people	32.0	34.3	31.3	25.8	23.9
Never supervise or manage the work of others	37.5	44.8	43.8	41.4	26.9
Total	100.0	100.0	100.0	100.0	100.0
Annual Full-Time Salary of Nursing Graduates					
- $10,000 - $12,000	----	3.1	4.8	----	----
- $12,000 - $15,000	5.0	3.1	1.6	1.4	----
- $15,000 - $20,000	27.5	9.4	4.8	6.8	----
- $20,000 - $25,000	58.7	43.8	6.3	9.5	3.1
- $25,000 - $30,000	5.0	25.0	39.7	25.7	32.3
- $30,000 - $35,000	3.8	9.4	28.6	36.5	47.7
- $35,000 - $40,000	----	6.3	12.7	8.1	13.8
- $40,000 - $50,000	----	----	1.6	12.2	3.1
Total	100.0	100.0	100.0	100.0	100.0
Median Salary	$21,490	$23,750	$29,000	$30,833	$31,532
Mean Salary	$21,163	$24,516	$28,675	$30,980	$31,654



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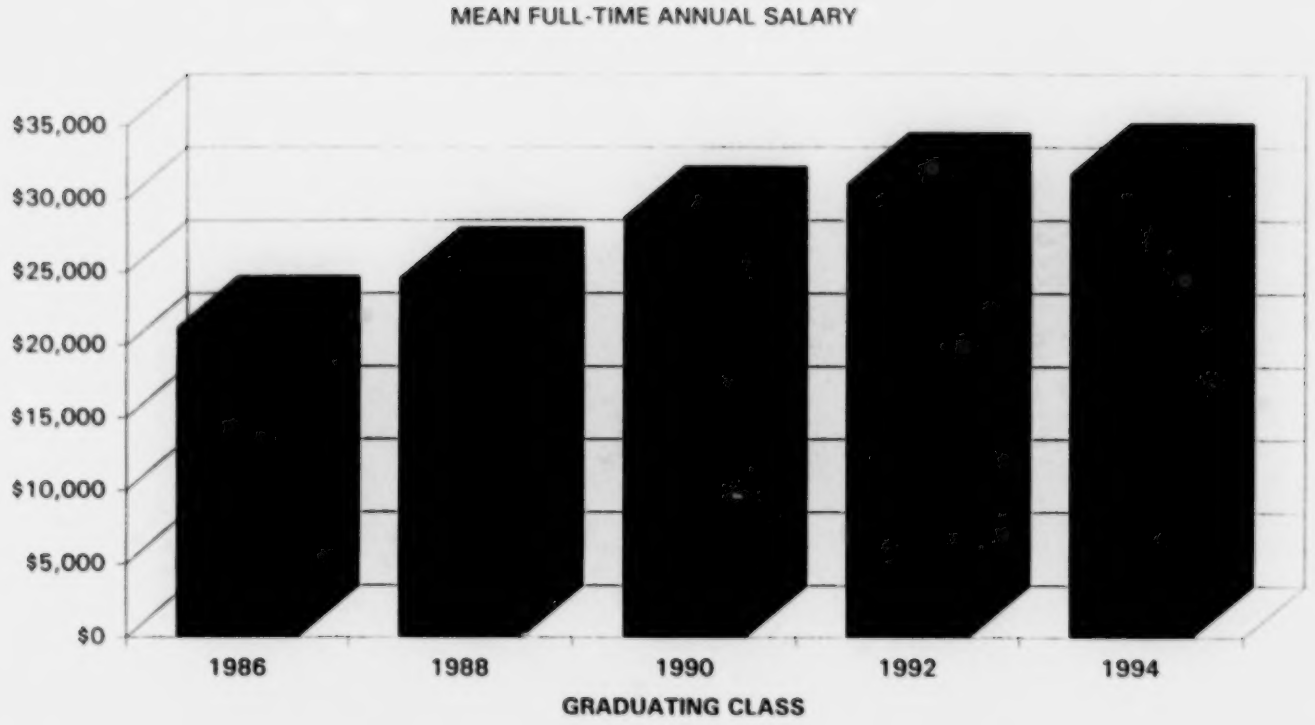

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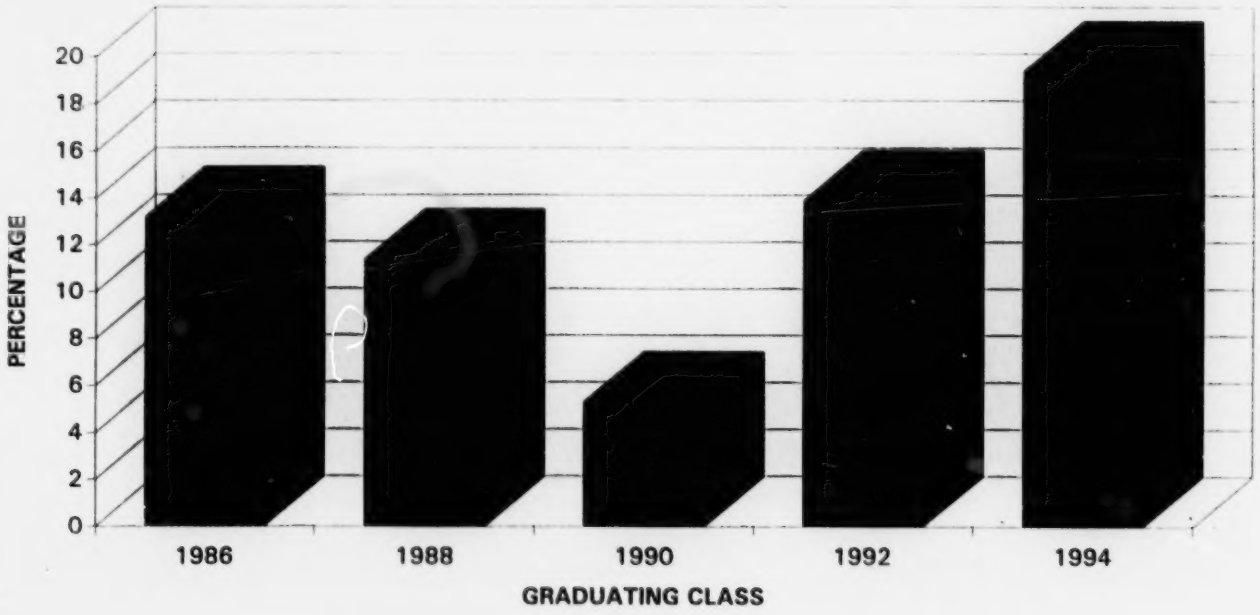
Satisfaction with Present Job	Satisfaction Index	Percentage 1986	1988	1990	1992	1994
Very Satisfied	+2	48.6	38.6	52.1	57.4	33.8
Satisfied	+1	33.3	44.3	35.4	34.1	50.8
Not sure	0	7.0	11.4	7.3	7.0	9.2
Dissatisfied	- 1	9.7	1.4	4.2	1.6	6.2
Very dissatisfied	- 2	1.4	4.3	1.0	0	0
	Total	100.0	100.0	100.0	100.0	100.0
Average Satisfaction Index		+1.18	+1.12	+1.33	+1.47	+1.12

Geographic Area of Work	Distance Index					
Downtown Chicago	+2	8.3	7.1	8.5	6.3	3.1
Outer fringes of Chicago	+1	5.5	10.0	7.4	7.8	7.7
Northwest suburbs	0	66.7	61.4	62.8	63.3	69.2
Other Chicago suburbs	+1	13.9	11.4	19.1	14.8	12.3
Within 49 to 100 miles of Chicago	+3	1.4	7.1	1.1	4.7	3.1
Outside Illinois - Wisconsin - Florida	+5	4.2	2.9	1.1	2.3	4.6
In Illinois, more than 100 miles	+4	----	----	----	.8	0
from Chicago	Total	100.0	100.0	100.0	100.0	100.0
Average Distance Index		.61	.71	.52	.64	.59

How Nursing Graduates Found Their Present Jobs					
Another faculty member	8.3	1.4	1.1	1.6	1.4
A friend or relative	16.7	20.0	13.5	13.3	18.1
Newspaper ads	16.0	11.4	14.0	12.5	18.0
Found job on their own	44.4	48.6	56.1	46.0	38.9
Working for same organization in related job before enrolling at Harper & present job evolved from former job	13.2	11.4	5.3	13.9	19.4
Coordinator of program	----	4.3	1.0	2.3	0
Job Fair at Harper College	----	----	2.1	.8	0
Professional Association	----	----	1.1	----	0
Placement Office at another college	----	----	2.1	1.6	1.4
Internship program at Harper College	----	2.9	3.7	3.1	0
Harper Placement Service	----	----	----	.8	0
Private employment agency	----	----	----	1.6	0
Temporary job service	----	----	----	.8	0
Internship at hospital	----	----	----	.8	1.4
Job Fair - Nursing Spectrum	----	----	----	----	1.4
Total	100.0	100.0	100.0	100.0	100.0

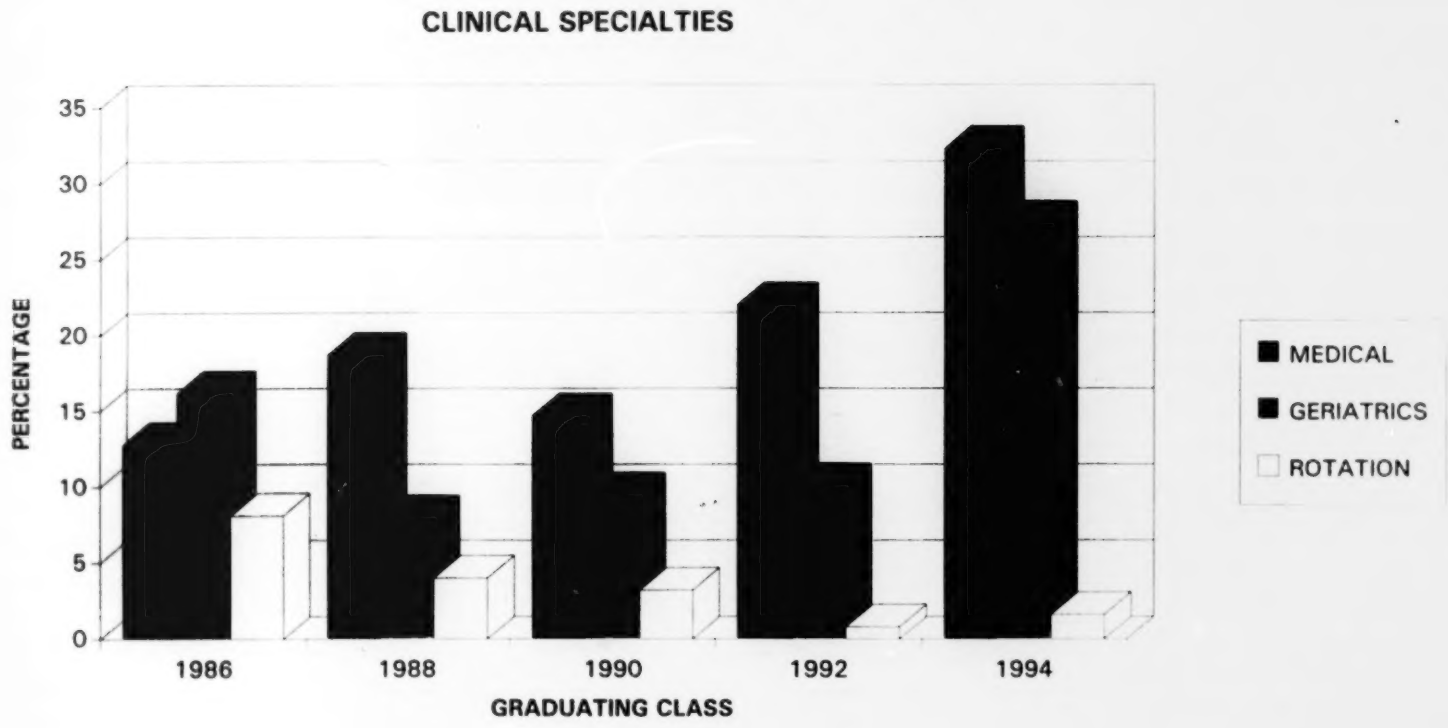
For Those Employed Part Time in Nursing -- Why?					
Prefer to work part time	81.5	93.3	80.0	66.7	85.0
Would prefer full-time position in specialty of choice but only part-time work available	7.4	3.3	--	6.7	10.0
Would prefer full-time position in nearby facility but only part-time work available	7.4	3.3	----	----	0
Too hard to find full-time positions in nursing	3.7	----	----	----	5.0
Temporary while in school	----	----	8.0	26.7	0
Children at home need attention	----	----	12.0	----	0
Total	100.0	100.0	100.0	100.0	100.0

SECURED JOB BY CONTINUING TO WORK FOR SAME ORGANIZATION AS WHEN THEY ENTERED THE NURSING PROGRAM



Among Those Working in Nursing Profession:

Clinical Services Working in Nursing Profession	Percentage				
	1986	1988	1990	1992	1994
- Medical	12.8	18.7	14.7	22.0	32.3
- Geriatrics	16.2	8.0	9.5	10.1	27.4
- Surgical	24.3	17.3	24.2	16.2	17.7
- Pediatrics	9.5	14.7	15.8	7.0	12.9
- Obstetrics	8.1	9.3	15.8	6.6	9.7
- Psychiatric	9.5	8.0	6.4	2.3	9.7
- Orthopedics	8.1	--	1.1	3.9	8.1
- Emergency Room	2.7	2.7	5.3	.8	8.1
- Intensive Care Unit	2.7	5.3	--	7.1	6.5
- Rehabilitation	--	1.3	--	1.6	6.5
- Oncology	2.0	4.0	6.3	6.1	4.8
- Home Care	--	--	--	1.6	4.8
- Cardiac/Sub-acute care	2.0	1.3	10.5	4.4	3.2
- Telemetry	5.4	--	2.1	2.3	3.2
- Neurology	--	--	1.1	--	3.2
- Hospice	--	--	--	--	3.2
- Rotating	8.1	4.0	3.2	.8	1.6
- Infertility	--	--	--	--	1.6
- School Nursing	--	--	--	--	1.6
- Case Manager	--	--	--	1.6	--
- Substance Abuse	--	--	4.2	.8	--
- Coordinator of Out-Patient	--	1.3	--	.8	--
- Special Care Nursery	--	--	--	.8	--
- HIV/AIDS	--	--	--	.8	--
- Family Practice Center	--	--	--	.8	--
- Allergy/Asthma	1.4	--	--	.8	--
- Labor/Delivery Room	--	--	--	.8	--
- Outpatient Wellness Center	--	--	1.1	--	--
- Diabetic	--	1.3	--	--	--
- Blood Bank	--	1.3	--	--	--
- General Practitioner	--	1.3	--	--	--
- Chart Review	1.4	--	--	--	--
Type of Organization in Which Employed					
- Hospital	72.4	74.6	74.7	73.9	62.3
- Extended Care Facility	14.7	8.5	6.1	8.4	19.7
- Home Health Agency	1.5	1.7	3.0	5.9	9.8
- Doctors Office	5.5	7.6	6.1	5.9	8.2
- Clinic	2.6	1.7	1.0	5.0	4.9
- Temporary Agency/Private Duty	.3	.8	6.1	--	3.3
- Rehabilitation Facility	--	--	--	--	3.3
- Hospice	--	1.7	1.0	--	1.6
- Sub-Acute Facility	--	--	--	--	1.6
- School	--	--	--	--	1.6
- Retirement Home	--	--	--	.8	--
- Fire Department	--	--	1.0	--	--
- Ambulance Service	--	--	1.0	--	--
- Blood Bank	--	1.7	--	--	--
- Residential Home/Emotionally Disturbed Children	1.5	--	--	--	--
- Adolescent Psychiatric Treatment Ctr.	1.5	--	--	--	--


CLINICAL SPECIALTIES
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GRADUATING CLASS
MEDICAL
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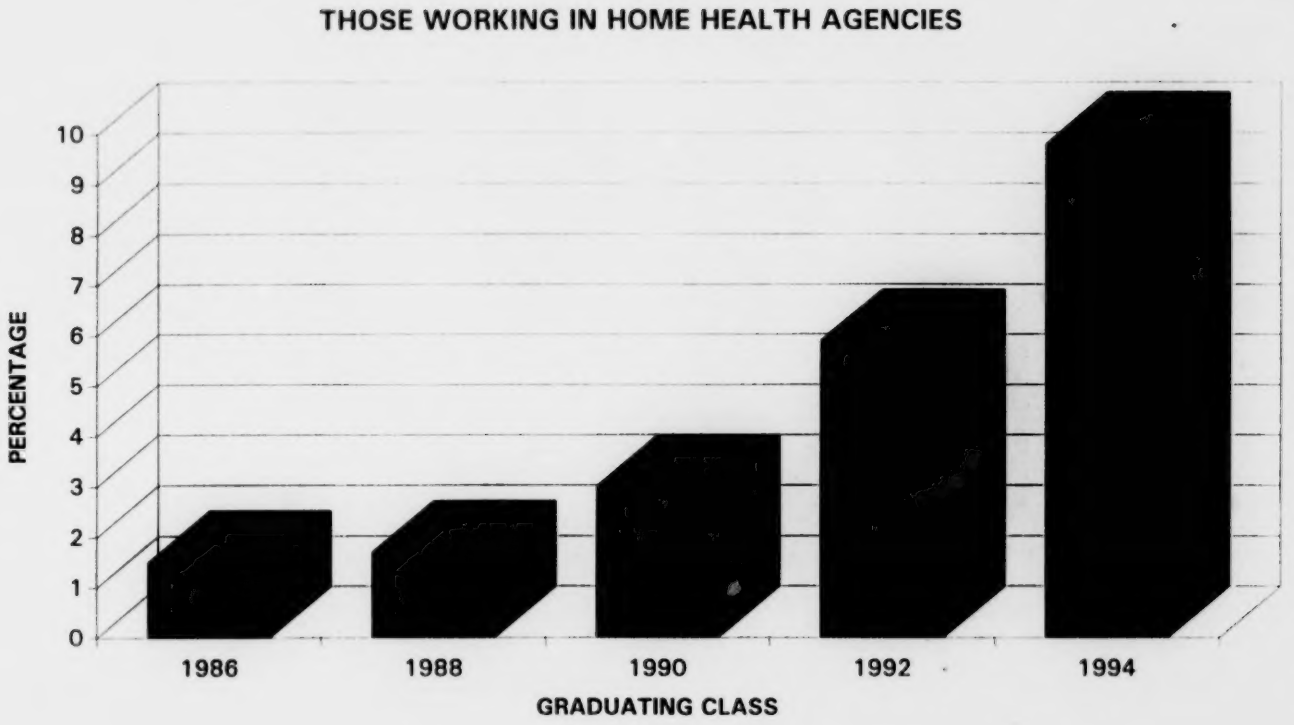
ROTATION


THOSE WORKING IN HOME HEALTH AGENCIES
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GRADUATING CLASS

Among Those Working in Nursing Profession:

Length of Time in Present Position	Percentage				
	1986	1988	1990	1992	1994
- Over 10 years	--	--	--	2.7	
- 5 to 10 years	4.4	3.5	2.2	1.8	
- 2 to 4 years	--	5.3	5.5	12.6	
1 year	38.1	10.5	35.2	41.4	
11 months	8.9	1.8	1.1	0	
10 months	7.5	14.0	3.3	3.6	
9 months	8.9	5.3	4.4	2.7	
8 months	7.5	5.3	9.9	6.3	
7 months	6.0	7.0	6.6	6.3	
6 months	6.7	10.5	8.6	7.2	
5 months	3.0	1.8	3.3	.9	
4 months	1.5	5.3	4.4	2.7	
3 months	--	14.0	7.7	2.7	
2 months	6.0	8.8	4.4	2.7	
1 month or less	1.5	7.0	3.3	6.3	
Total	100.0	100.0	100.0	100.0	
Median Length of Time	11 mos.	7 mos.	1 year	19 mos.	14 mos.
Hours Normally Worked					
- Days	39.4	36.4	39.9	37.9	47.6
- Evenings	28.2	27.2	21.3	28.5	36.5
- Nights	26.0	27.5	27.0	23.2	9.5
- Rotating	6.4	8.9	11.8	10.5	6.4
Total	100.0	100.0	100.0	100.0	100.0
Shift Choice					
- First Choice	77.2	73.6	88.0	81.4	87.3
- Second Choice	16.9	20.9	10.9	16.9	9.5
- Third Choice	5.9	5.5	1.1	1.7	3.2
Total	100.0	100.0	100.0	100.0	100.0
For Those Not Working Shift of First Choice, What Was Their First Choice					
- Days	100.0	78.6	80.0	75.0	87.5
- Evenings	0	14.3	20.0	12.5	0
- Non-Rotating	0	--	--	4.2	0
- Rotating	--	7.1	--	--	0
- 12-Hour Shifts	--	--	--	8.3	0
- Nights	--	--	--	--	12.5
Total	100.0	100.0	100.0	100.0	100.0
Choice of the Type of Organization for Which Worked					
- First Choice	82.8	78.9	90.2	89.7	68.8
- Second Choice	14.1	17.5	9.8	8.5	25.0
- Third Choice	3.1	3.5	--	--	6.2
Total	100.0	100.0	100.0	100.0	100.0

As an ADN Graduate, Did They Feel They Were Denied a Job Because They Did Not Have a BSN?	Percentage				
	1986	1988	1990	1992	1994
-- Yes	6.3	1.9	--	3.6	7.7
-- No	93.7	98.1	100.0	96.4	92.3
Total	100.0	100.0	100.0	100.0	
For Those Who Feel They Were Denied a Job -- Where?					
- Chicago hospitals	62.5	--	--	0	20.0
- Some NW Suburban hospitals	12.5	--	--	25.0	40.0
- Cook County Health Department	--	--	--	--	20.0
- Hospital Outside Chicago area	--	--	--	25.0	20.0
- Cannot remember	25.0	--	--	--	--
- No response	--	100.0	--	50.0	--
Total	100.0	100.0	--	100.0	100.0
Does Graduate Belong to Illinois Nurses Association?					
-- Yes	12.7	7.3	5.4	11.7	7.9
-- No	87.3	92.7	94.6	88.3	92.1
Total	100.0	100.0	100.0	100.0	100.0
Plans for Further Education					
- No Plans	12.5	14.0	5.4	9.4	8.7
- Currently enrolled in BSN program	6.3	5.3	7.6	10.2	7.2
- Plan to enroll in BSN in next year or two	45.3	45.6	45.7	56.3	65.2
- Plan to pursue degree in another field	10.1	10.6	18.5	5.5	0
- Undecided	25.8	24.6	22.8	18.8	18.9
Total	100.0	100.0	100.0	100.0	100.0

Nursing Survey Items Different From Past Years

Currently Employed in Nursing	N	PCT
- Yes	63	91.3
- No	6	8.7
Total	69	100.0

Those Employed in Nursing	N	PCT
- Employed full time	43	68.3
- Employed part time	20	31.7
Total	63	100.0

If Employed Part Time would Student have Preferred Full Time	N	PCT
- Yes	2	10.0
- No	18	90.0
Total	20	100.0

Why Not Employed in Nursing	N	PCT
Couldn't find job in nursing field	2	2.3
Nursing jobs available too far away	1	1.1
Temporary while in transition	1	1.1
Homemaker	2	2.2
Total	6	8.7

Reason for Being Employed in Nursing Part Time	N	PCT
Prefer to work part time	17	85.0
Only part time work available in specialty of choice	2	10.0
Could not find full time position	1	5.0
Total	20	100.0

Working in Specialty of Their Choice	N	PCT
- Yes	39	62.9
- No	23	37.1
Total	62	100.0

Length of Time to Find First Job in Nursing

	N	PCT
- Found before graduation	35	53.9
- One month or less	11	16.9
- Two to three months	9	13.8
- Four to six months	9	13.9
- Over six months	1	1.5
Total	65	100.0

What was First Choice of Facility for Specialty

	N	PCT
Specific hospital by name	14	66.7
Any hospital in general	5	23.8
A specific type of hospital	2	9.5
Total	21	100.0

Memberships in Nursing Organizations

	N	PCT
- Ill. Nursing Assoc/American Nurses Association	5	7.9
- Specialty Nursing Organizations	5	7.9
- National League for Nursing	1	1.6
- None	52	82.6
Total	63	100.0

Specialty Nursing Organization

ENA
Association of Women's Health
Obstetric and Neo-Natal Nurses
Association of Operating Room Nurses
BARNO
American Association Critical Care Nurses

Employers of Those in Nursing Field

	N	PCT
- Alexian Brothers Medical Center	11	18.3
- Northwest Community Center	9	15.0
- Lutheran General	6	10.0
- Hoffman Estates Medical Center	3	5.0
- Good Shepherd Hospital	2	3.3
- Holy Family Medical Center	2	3.3
- Alpha Christian Home Health Agency	2	3.3
- CPC Streamwood Psychiatric Hospital	2	3.3
- Hospice of Northeastern Illinois	1	1.7
- Our Lady of the Resurrection Medical Center	1	1.7
- Church Creek/Concerned Care	1	1.7
- Lake Wales ECF	1	1.7
- North Suburban Clinic	1	1.7
- Moorings Nursing Home	1	1.7
- Northern Illinois Medical Center	1	1.7
- Lutheran Home and Services for the Aged	1	1.7
- Medbridge Medical and Physical Rehabilitation Center	1	1.7
- Integrated Health System at Brentwood	1	1.7
- School District No. 15	1	1.7
- VENCOR	1	1.7
- Glenbrook Hospital	1	1.7
- Forest Hospital	1	1.7
- Nursing Home - unspecified	1	1.7
- Children's Memorial Hospital	1	1.7
- Kimberly Quality Care	1	1.7
- Alden Terrace of McHenry	1	1.6
- EHS/Advocate Home Health Care	1	1.6
- Fort Atkinson Memorial Hospital	1	1.6
- Lexington of Lake Zurich	1	1.6
- Mercy Hospital, Janesville, Wisconsin	1	1.6
- Woodland Hospital	1	1.6
Total	60	100.0

Clock Hours of Continuing Education/ In Service Attended in Past Year

	N	PCT
- 0 - 10	32	45.7
- 10 - 20	17	24.3
- 20 - 30	13	18.6
- 30 - 40	4	5.7
- 41 or more	4	5.7
Total	70	100.0

How Often Graduates Read Nursing Journal Articles

	N	PCT
More than once per week	12	17.1
Once per week	31	44.3
Once a month	21	30.0
Less often	5	7.2
Never	1	1.4
Total	70	100.0

Satisfaction with Nursing Program at Harper

	N	PCT
- Very satisfied	39	55.7
- Satisfied	29	41.4
- Somewhat dissatisfied	2	2.9
- Very dissatisfied	0	0
Total	70	100.0

Rating of Different Portions of Nursing Program	N	Average Rating Index*
✣ Preparation in basic nursing principles	69	1.28
✣ Classroom preparation for nursing practice	70	1.41
✣ Interactive video program	70	1.43
✣ Computer assisted instructional material	67	1.46
✣ Practice equipment in nursing lab	70	1.54
✣ Computers	68	1.54
✣ Overall preparation for actual nursing practice	68	1.56
✣ Campus lab instruction	70	1.57
✣ Individual lab practice opportunities	70	1.67
✣ Audiovisuals	68	1.69
✣ Clinical experiences as preparation for actual practice	70	1.70

* Rating Index: 1 = Excellent
2 = Adequate
3 = Needs Improvement

Degree to Which Harper Prepared Graduate for Employment	N	Average Preparation Index*
✣ Passing NCLEX Exam	67	1.24
✣ Verbal communication skills	68	1.37
✣ Person to Person communication skills	68	1.38
✣ Developing client outcomes	66	1.39
✣ Client assessment	68	1.40
✣ Written communication skills	68	1.44
✣ Maturity	65	1.46
✣ Problem solving	68	1.50
✣ Nursing judgment/critical thinking	67	1.51
✣ Caring for culturally diverse clients	68	1.57
✣ Technical job skills	67	1.63
✣ Specific job knowledge	66	1.65
✣ Participation on multi-disciplinary teams	66	1.68
✣ Conflict resolution/management	65	1.75
✣ Delegation/supervision skills	66	1.89
✣ Job search skills	67	1.99
✣ Dealing with physicians	2	2.00

* Preparation Index: 1 = Excellent
2 = Adequate
3 = Need Improvement

Degree to Which Harper Prepared Graduate for Employment (cont'd)

-- Three graduates out of five currently enrolled in college reported on their experience
-- One was enrolled in Dental Hygiene Program at Harper College
-- Two were enrolled in baccalaureate nursing programs at Lewis University and Graceland College
-- Their average GPA in their present program was 3.27 and they felt well prepared by Harper College for their current program.

General Comments

- Satisfied with present job and I am happy to be in a hospital; however, I am anxious to move into another area. Something other than skilled care. I will admit I am learning how to deal with orders, doctors and all hospital staff members. It is a good experience.
- Individual lab practice opportunities needs improvement. Poor hours for people who work full time while also going to school.
- I enrolled at Harper to be able to transfer to BSN program.
- Thanks again for being there - you have a great program and a super staff. I will always be grateful to everyone.
- I feel that Harper's Nursing Program prepared me for most aspects of nursing. The one area I believe needs to be stressed more is I.V. experience in the clinical areas. Other than that, I feel that Harper gave me a good solid base of knowledge to fall back on - in my on-the-job experiences - and it has helped me enormously. Sometimes I am amazed at the amount of knowledge I have and more often than not, things I was taught that made no sense at all now make all the sense in the world. Thanks!
- I applied for 50 different positions at Lutheran General Hospital before the very first job I applied for came through.
- Took CNA program too - had to leave Northwest Community Hospital due to 12.5 years previous non-nursing experience and I was not thought of as an R.N.
- Re employment in nursing - registry - on call.
- Caring for culturally diverse clients was covered well in theory, but not in practice. Passing NCLEX exam - excellent NCLEX preparation.
- Dissatisfied with my present job. Hospital nursing is changing dramatically, increasing responsibility and work load and decreasing backing from management.
- Clinical experiences as preparation for actual practice and overall preparation for actual nursing practice needs improvements - more hands-on experience.
- I am sorry I was not much help on this survey. I am at an awkward state. I took the state boards July 12, 1994, passed - got married August 6, 1994, and started work a month later. Worked at a nursing home six months in West Chicago and we moved to Schaumburg in April 1995 due to my pregnancy. I am planning to work part time 3-11 shift at either Alexian Brothers or Woodland Hospital when the baby is between 4-6 months old. I am grateful to Harper for a wonderful learning experience and I am still ecstatic that I passed NCLEX.
- Chemistry 100 should be required prior to entering program than add next advanced chemistry course to regular nursing curriculum. Audiovisuals needs improvement - need current versions. Re client assessment - not prepared at all - need more detailed "live" assessments. Re delegation/supervision skills - not prepared at all - need more theory regarding management.
- I plan to get a certificate in teaching CNA's. Re overall preparation for actual nursing practice it was adequate - need more training in IV's, not pumps but starting them.
- A task list at the beginning of the program would provide a goal for pursuing clinical opportunities.
- I.V. starts would be very helpful for preparation since most hospitals are going to have you do this function.
- I learned most skills on the job. Drawing blood, EKG, I.V. starts, Psyche evaluations and behavior.
- I filled out your survey. Now I hope you will take a minute to read some additional comments, observations and evaluations not included in your questionnaire.

1- I was a working LPN for 22 years and working toward my ADN part-time for 6 years getting my pre reqs. out of the way. In that 6 years I accumulated a 3.75 GPA. I never took ACT, SAT, or PSAT exams in high school because I did not plan to go to college at that time. Harper was the only school that I applied to that did not require these for entrance into the Nursing Program. Thank You!I think my GPA was proof enough that I could be a worthy student.

2- Your Wed-Weekend program for LPN's was exactly what I wanted so I waited 3 years to get into the program because I lived out-of-district (in Chicago). I traveled over 60 miles round trip daily to attend Harper but your program was so user friendly and what I needed (I worked full time while going to school). But it was most definitely worth it.

General Comments (continued)

3- I cannot praise the instructors enough for making this experience a pleasant one - that is, if any school experience can be pleasant. They respected my knowledge and gave me appropriate guidance where I needed guidance in a mature, respectable, and professional manner. I appreciated that very much because as a student you don't often feel respected.

Obviously, Harper School of Nursing is excellent because 97 percent passed boards.

NURSING EMPLOYER SURVEY – 1994
RATING OF NURSES ON VARIOUS FUNCTIONS

Function -- Closer to Excellent than to Adequate	Performance Index*
- Establishes and maintains effective communication with clients	1.25
- Establishes and maintains effective communication with families/significant others	1.31
- Demonstrates behaviors that reflect a high level of professional ethics	1.31
- Establishes and maintains effective communication with health team members	1.38
- Manages an environment that promotes clients, self esteem, dignity, safety, comfort	1.38
- Seeks assistance when the situation encountered is beyond the nurses knowledge/experience	1.38
- Practices within the ethical and legal framework of nursing	1.38

Function -- Halfway between Excellent and Adequate	Performance Index*
- Demonstrates a professional attitude	1.40
- Promotes effective team relationships	1.44
- Serves as an advocate for clients	1.44
- Collaborates with other providers in developing plan of care	1.47
- Applies basic nursing principles	1.50
- Demonstrates clinical competence with providing client care	1.50
- Follows the policies and procedures of the employing institution	1.50
- Demonstrates ability to care for culturally diverse clients	1.50
- Participates in self evaluation and peer review	1.53
- Overall performance/preparation for nursing practice	1.53
- Uses the nursing process as a basis for decision making	1.56
- Analyzes data and identifies nursing diagnosis	1.56
- Utilizes appropriate channels of communication within the organizational structure	1.56
- Fosters high standard of nursing practice	1.56
- Participates in learning activities to maintain safe practice and grow professionally	1.56
- Administers medications safely	1.56
- Is accountable for performance of nursing activities delegated to other workers	1.57
- Participates in evaluation of the client care delivery system	1.57
- Develops an organized data base for the client utilizing a variety of resources	1.60
- Promotes participation by the client, family, significant others, and members of the health care team in the plan of care	1.60

Function -- Closer to adequate than to Excellent	Performance Index*
- Makes decisions and takes actions that are consistent with standards for nursing practice and licensing laws	1.62
- Manages and delivers care for a group of clients in a timely and cost effective manner	1.62
- Clinical preparation for actual nursing practice	1.62
- Promotes continuity of client care by utilizing appropriate channels of communication external to the organization - discharge planning - referrals	1.69
- Provides direction and guidance to other health care workers	1.73
- Delegates appropriate tasks to unlicensed personnel	1.73
- Applies teaching learning principles in planning and implementing educational programs/lessons	1.73
- Participates in committees and conferences of employing institution	1.73
- Develops and uses outcome criteria for evaluation of care	1.73
- Demonstrates problem solving ability	1.75
- Conflict management/resolution	1.75
- Participates on multi-disciplinary teams	1.79
- Develops, implements and evaluates individualized plans of care	1.80
- Demonstrates leadership ability	1.81
- Carries out established research protocols	1.85
- Incorporates research into nursing practice	1.85
- Critical thinking ability	1.88

* Performance Index Scales: 1 = Excellent 2 = Adequate 3 = Needs Improvement

NURSING EMPLOYER SURVEY – 1994
RATING OF NURSES ON VARIOUS FUNCTIONS

Unit Assignment	1994 N	1994 PCT
- Surgery	3	18.75
- Emergency Care	2	12.50
- O. B.	2	12.50
- Ortho	2	12.50
- Hospice Home Care	1	6.25
- Medicare	1	6.25
- Antepartume	1	6.25
- Oncology	1	6.25
- Progressive Care	1	6.25
- Office nurse	1	6.25
- ELT and Registry	1	6.25
Total	16	100.0

Shift Assignment	1994 N	1994 PCT
- Days	6.0	37.5
- Evenings	6.5	40.6
- Nights	3.5	21.9
Total	16.0	100.0

Employers Represented by Survey	1994 N	1994 PCT
- Alexian Brothers Medical Center	6	37.5
- Northwest Community Hospital	2	12.5
- Northeastern Illinois Hospital	1	6.25
- Marriott Church Creek	1	6.25
- Northwestern Memorial Hospital	1	6.25
- Good Shepherd Hospital	1	6.25
- Hoffman Estates Medical Center	1	6.25
- Woodstock Medical Association	1	6.25
- Woodland Hospital	1	6.25
- Donald B. Anderson, D.D.S.	1	6.25
Total	16	100.0

APPENDIX

- Graduate Survey

    - Graduate Cover Letter

- Employer Survey

    - Employer Cover Letter

William Rainey Harper College

Memo to: The Class of '94

From: Judy Dincher

Date: March 13, 1995

Subject: Survey of Graduates

Congratulations! The class of '94 has a 97% pass rate on NCLEX-RN. That is the highest pass rate we have had in my 23 years with the Nursing Program. We hope you are experiencing equal success in pursuing your career goals.

Now we have a favor to ask of you. As you know, evaluation is an important part of the nursing process. It is also an important element in nursing education. Your feed back is essential to our evaluation process. By completing and returning the enclosed questionnaire, you will be giving your evaluation of your preparation for a career in nursing. This information will be used to determine changes needed in both content and clinical experience. We also will be gaining important information about the employment picture. This is a "hot topic" and your feedback will guide us in decisions about future enrollments. We have designed the questionnaire so that it can be completed in less than 10 minutes. If you have time to give us additional information, please do so.

With your permission, another survey will be sent to your employer. We will not ask the employer to identify you by name but to evaluate your performance. This information will provide the employer's view of your educational preparation and we will use the collective results in determining changes needed. We ask that you sign the permission form enclosed and return it with your survey so that we can obtain this important perspective. Please identify the name and address of the employer/supervisor that should complete the survey of your performance. A return envelope is provided for your convenience.

Thank you for taking the time to share your opinions.

PS DePaul University has been added to the list of BSN programs that will give credit for your Harper nursing courses without testing. The others are Alverno, Loyola, and Lewis. St Xavier's is close to an agreement.

BEST COPY AVAILABLE

SURVEY FOR NURSING GRADUATES

1. Are you currently employed in nursing?
   a. Yes
   b. No

2. If yes, proceed to question 3. If not working in nursing circle the letter of the BEST reason. Then go to question 17:
   a. Preferred to work in another field
   b. Found better paying job in another field
   c. Could not find a job in field of preparation
   d. Worked previously in field of preparation, but changed
   e. Preferred not to move to new locality
   f. Temporary job while in transition (either in college between jobs or summer employment)
   g. Took job in order to get preferred working hours
   h. Did not pass licensing test in order to be eligible to work in my field of preparation
   i. Health problems prevented me from working in field of preparation
   j. Other (specify)

   _____

3. If employed in nursing, do you work:
   a. full time
   b. part time

4. If employed part time, would you prefer a full time position?
   a. yes
   b. no

5. How long did it take to find your first job in nursing?
   a. found before graduation
   b. one month or less
   c. two to three months
   d. four to six months
   e. over six months

6. If you are employed part time in a nursing position, why?
   a. I prefer to work part time.
   b. I would prefer a full-time position in the specialty of my choice but only part time work is available.
   c. I would prefer a full time position in a nearby facility but only part time work is available.
   d. I would prefer a full time position on the shift of my choice but only part time work is available.
   e. I would prefer a full time position and would be willing to work in any specialty area at any time or at any location but I can find no full time position.
   f. Other reason for working part time - Specify: _____

   _____

7. On what clinical services are you working at the present time? Circle any and all that apply.

a. Medicine
b. Surgery
c. Obstetrics
d. Pediatrics
e. Geriatrics
f. Psychiatric
g. Rotating
h. Other _____

8. Are you currently working in the specialty of your choice?

a. Yes
b. No

9. Are you employed in any of the agencies below?

a. Northwest Community Hospital
b. Alexian Brothers Medical Center
c. Hoffman Estates Medical Center
d. Good Shepherd Hospital
e. Other. Please specify _____

10. Are you employed in:

a. Hospital
b. Doctor's Office
c. Clinic
d. Home Health Agency
e. Long Term Care Facility
f. Temporary Agency/Private Duty
g. Other (Specify) _____

11. Length of time in present position _____

12. What hours do you normally work?

a. days
b. evenings
c. nights
d. rotating

13. Is the shift you work your:

a. first choice
b. second choice
c. third choice

14. If you did not answer "first choice" in question 13, what if your first choice?

_____

15. Is the facility in which you are employed your:

a. first choice
b. second choice
c. third choice

16. If you did not answer "first choice" in question 15, what if your first choice?

_____

17. As an ADN graduate, did you feel you were denied a job because you did not have a Bachelor of Science in Nursing?

a. Yes
b. No

18. If yes, by what employer: (answer is optional)

_____

19. Describe your plans for further education.

a. no plans
b. currently enrolled in BSN or MSN program
c. plan to enroll in BSN or MSN program in next year or two
d. plan to pursue degree in another field
e. undecided

20. Regarding membership in nursing organizations, please check all in which you hold current membership:

a. Illinois Nurses Association/American Nurses Association
b. National League for Nursing
c. National Organization for Associate Degree Nursing
d. Any specialty nursing organization (specify) _____
e. none

21. Indicate the number of clock hours of continuing education/in service you have attended in the past year.

a. 0-10
b. 10-20
c. 20-30
d. 30-40
e. 41 or more

22. How often do you read nursing journal articles?

a. more than once a week
b. once a week
c. once a month
d. less often
e. never

23. How satisfied were you with the Harper Nursing Program?

a. very satisfied
b. generally satisfied
c. somewhat dissatisfied
d. very dissatisfied

24. Please rank the adequacy of the following:

		Excellent	Adequate	Needs improvement
a.	Preparation in basic nursing principles			
b.	Classroom preparation for nursing practice			
c.	Clinical experiences as preparation for actual practice			
d.	Overall preparation for actual nursing practice			
e.	Campus lab instruction			
f.	Practice equipment in nursing lab			
g.	Audiovisuals			
h.	Computer assisted instruction materials			
i.	Computers			
j.	Interactive video program			
k.	Individual lab practice opportunities			

25. How well did Harper prepare you for your job? Check ✓ the appropriate column for each item.

Preparation	Well prepared	Adequately prepared	Not prepared at all
Specific job knowledge			
Technical job skills			
Written communication skills			
Verbal communication skills			
Person to person communication skills			
Client assessment			
Nursing judgment/critical thinking			
Problem solving			
Developing client outcomes			
Delegation/supervision skills			
Participation on multidisciplinary teams			
Caring for culturally diverse clients			
Conflict resolution/management			
Maturity			
Job search skills			
Other (specify)			
Passing NCLEX exam			

26. To what extent do you manage or supervise the work of other people?

a. I supervise, manage, delegate work to over 20 people
b. I supervise, manage, delegate work to11-20 people.
c. I supervise, manage, delegate work to 5-10 people.
d. I supervise, manage, delegate work to1-4 people
f. Occasionally I am a team leader or supervise some people.
g. I never supervise or manage the work of others.

27. What is your full-time annual salary range? Circle one. If you are employed part time, please indicate the hourly rate for your response.

a. $20,000-$25,000 per year or $9.62 - $12.02 per hour
b. $25,000-$30,000 per year or $12.02 - $14.42 per hour
c. $30,000-$35,000 per year or $14.42 - $16.83 per hour
d. $35,000-$40,000 per year or $16.83 - $19.23 per hour
e. $40,000-$50,000 per year or $19.23 - $24.04 per hour
f. Over $50,000 per year or $24.04 per hour

28. In general, how satisfied are you with your present job? Circle one.

a. very satisfied
b. satisfied
c. not sure
d. dissatisfied
e. very dissatisfied

29. In what geographic area do you work?

a. Downtown Chicago
b. Outer fringes of Chicago city limits
c. Northwestern suburban area (Barrington, Hoffman Estates, Schaumburg, Palatine, Mt. Prospect, Prospect Heights, Rolling Meadows, Wheeling, Buffalo Grove, Elk Grove, Arlington Heights)
d. Other Chicago area suburbs
e. Within 49 to 100 miles of Chicago
f. In Illinois, more than 100 miles from Chicago
g. Outside of Illinois - Please specify:_____
_____

30. How did you find your job?

a. The Harper Placement Service.
b. The Illinois Job Service Office helped me find it.
c. The coordinator of my program helped me find it.
d. Another faculty member helped me.
e. A Friend or relative helped me.
f. Newspaper ads
g. Private employment agency
h. Internship program at Harper
i. Placement office of another college or high school
j. I found my job on my own
k. My professional association's placement service
l. I am working on the same job which I had when enrolled at Harper, therefore I have not looked for a job since leaving Harper.
m. Through temporary employment service
n. Employer found me
o. Found my job through another source. (specify) _____
_____

EDUCATION ITEMS

If you are presently enrolled in a college or university full time, please answer the following questions.

31. At which college or university are you enrolled?

a. Northern Illinois
b. University of Illinois/Circle
c. University of Illinois/Champaign
d. Western Illinois
e. Southern Illinois
f. Harper College
g. Bradley
h. Governors State University
i. Illinois State
j. Loyola
k. Roosevelt
l. Northeastern Illinois
m. Eastern Illinois
n. Illinois Institute of Technology
o. DePaul
p. Mundelein College
q. Elmhurst
r. University of Wisconsin/Madison
s. Lewis University
t. Other (specify) _____
_____

32. Which of the following best describes your status?

a. Freshman
b. Sophomore
c. Junior
d. Senior
e. Graduate school
f. Professional school
g. Other (specify) _____

33. What is your present educational major field?

a. Agriculture and Conservation
b. Architecture
c. Business
d. Education
e. Engineering and Technologies
f. English-Literature-Speech
g. Home Economics
h. Humanities
i. Journalism
j. Languages
k. Law
l. Math or Physical Science
m. Nursing
n. Other Biological and Health Sciences
o. Social Science
p. Other (specify)_____

34. How related is your present major to your major at Harper?

a. They are identical
b. They are closely related
c. They are somewhat related
d. They are not related

35. Of the courses which you took at Harper College that were required for your next degree, what portion were you able to transfer? If you do not know for sure, make your best guess.

a.	0-20%	e.	80-90%
b.	20-40%	f.	All but 2 or 3 courses
c.	40-60%	g.	All but 1 course
d.	60-80%	h.	Transferred all courses

36. What is your approximate cumulative grade point average on a 4.0 basis at college you now attend? Check ✓ the closest GPA.

"A"	_____ 4.0	_____ 3.8	_____ 3.6	_____ 3.4	_____ 3.2
"B"	_____ 3.0	_____ 2.8	_____ 2.6	_____ 2.4	_____ 2.2
"C"	_____ 2.0	_____ 1.8	_____ 1.6	_____ 1.4	_____ 1.2
"D"	_____ 1.0	_____ Less than 1.0			

37. How much does it cost you and/or your family per year to attend your present college? Include tuition, books, room and board, and personal expenses, i.e., the total out-of-pocket cost to everyone for your education?

a.	Less than $500	h.	$ 4,000-$ 5,000
b.	$ 500 - $ 1,000	i.	$5,000 - $ 6,000
c.	$ 1,000 - $ 1,500	j.	$ 6,000 - $ 7,000
d.	$ 1,500 - $ 2,000	k.	$ 7,000 - $ 8,000
e.	$ 2,000 - $ 2,500	l.	$ 8,000 - $10,000
f.	$ 2,500 - $ 3,000	m.	$10,000 - $12,000
g.	$ 3,000 - $ 4,000	n.	$12,000 - $15,000
		o.	Over $15,000

38. Rate the assistance you received at Harper in selecting and/or transferring to a BSN program.

1	2	3	4	5
No assistance	Very little assistance, difficult to get information	Barely enough	Able to get most information I needed	Received all information and assistance needed

39. If you enrolled in a BSN or MSN program, how much credit did you receive for your nursing courses at Harper? _____

40. Did you receive those credits in transfer/proficiency
    a. _____ without testing
    b. _____ after taking qualifying exams

41. Did all of your liberal arts and science taken as part of your AAS in nursing transfer?
    _____ Yes
    _____ No If no, identify course(s) not accepted:
    _____
    _____
    _____

42. Rank your level of preparation for advanced study in nursing.
    a. Felt better prepared than others
    b. Felt well prepared
    c. Did not feel as well prepared as others

43. Add any comments about transferring/further study/preparation, please.
    _____
    _____
    _____

EMPLOYER FOLLOW-UP

The accrediting agency for Nursing requires that the College conduct a follow-up of employers of the graduates. While the employer will be asked to evaluate your specific performance, reports will use only combined evaluations of graduates by their employers. No one will see your specific evaluation. But, before we do this, we need your permission to send a follow-up form to your employer and need your employer's address as well as the name of your immediate supervisor:

Signature:_____

Name of Employer:_____

Address of Employer:_____

_____

_____

Name of Immediate Supervisor:_____

Department, if Applicable:_____

Please return this form with your completed survey.

William Rainey Harper College
1200 West Algonquin Road
Palatine, Illinois 60067-7398
708-397-3000

August 1995

Director of Human Resources:

During the past year you have employed Registered Nurses who are graduates of the class of 1994, William Rainey Harper College, Associate Degree Nursing Program. The evaluation of our program of learning would not be complete without input from the employers of our graduates. We ask that you identify the immediate supervisor of each 1994 graduate in your employ and convey our request for their evaluation. We do not want the graduate identified. The information will be used to evaluate program effectiveness, not individual performance. It will be the summation of results that will guide our actions.

Enclosed are the number of surveys that should be adequate for the 1994 Harper graduates in your employ. If you need additional copies or have questions, please contact me at 708-925-6533. We have provided self-addressed envelopes for your convenience in returning the completed surveys.

Thank you for your assistance in this very important phase of program evaluation.

Sincerely,

Judy R. Dincher,

Judy R. Dincher
Director, Nursing Program

jc
Enclosures

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WILLIAM RAINEY HARPER COLLEGE

NURSING PROGRAM

Survey of Employers of Harper Associate Degree Nursing Graduates.

To be completed by the department head or immediate supervisor of the graduate. To be completed for each Harper graduate currently on your unit or hired and subsequently terminated.

1. Name of Agency _____

2. Did the graduate require an extended orientation beyond that originally planned?
_____ Yes _____ No

   If yes, how much longer and for what purpose?

   _____

3. Has this recent Harper Graduate been terminated? _____ Yes _____ No

   If yes, please give reason for termination and complete the evaluation below.

   _____

   If no, please complete evaluation below.

4. Type of unit assigned. _____ Shift assigned. _____

Place a ✓ in the column that best describes the performance of the Harper A.D. graduate in each of the functions listed.

	Functions	Excellent	Adequate	Needs Improvement
1.	Applies basic nursing principles			
2.	Uses the nursing process as a basis for decision making			
3.	Demonstrates problem solving ability			
4.	Critical thinking ability			
5.	Develops an organized data base for the client, utilizing a variety of resources.			
6.	Analyzes data and identifies nursing diagnosis.			
7.	Develops, implements, and evaluates individualized plans of care.			
8.	Collaborates with other providers in developing plan of care.			
9.	Establishes and maintains effective communication with clients.			
10.	Establishes and maintains effective communication with families, significant others.			
11.	Establishes and maintains effective communication with health team members.			
12.	Promotes participation by the client, family, significant others, and members of the health care team in the plan of care.			
13.	Demonstrates clinical competence when providing client care.			

	Functions	Excellent	Adequate	Needs improvement
14.	Makes decisions and takes actions that are consistent with standards for nursing practice and licensing laws.			
15.	Manages an environment that promotes clients' self-esteem, dignity, safety, and comfort.			
16.	Manages and delivers care for a group of clients in a timely and cost effective manner.			
17.	Develops and uses outcome criteria for evaluation of care.			
18.	Follows the policies and procedures of the employing institution.			
19.	Promotes effective team relationships.			
20.	Provides direction and guidance to other health care workers.			
21.	Delegates appropriate tasks to unlicensed personnel.			
22.	Is accountable for performance of nursing activities delegated to other workers.			
23.	Seeks assistance when the situation encountered is beyond the nurse's knowledge and experience.			
24.	Applies teaching learning principles in planning and implementing educational programs/lessons.			
25.	Utilizes appropriate channels of communication within the organizational structure.			
26.	Promotes continuity of client care by utilizing appropriate channels of communication external to the organization. (Discharge planning, referrals)			
27.	Participates in evaluation of the client care delivery system.			
28.	participates in committees and conferences of the employing institution.			
29.	Participates on multidisciplinary teams.			
30.	Fosters high standard of nursing practice.			
31.	Demonstrates behaviors that reflect a high level of professional ethics.			
32.	Practices within the ethical and legal framework of nursing.			
33.	Serves as an advocate for clients.			
34.	Participates in learning activities to maintain safe practice and grow professionally.			
35.	Participates in self-evaluation and peer review.			
36.	Administers medications safely.			
37.	Demonstrates ability to care for culturally diverse clients.			
38.	Demonstrates a professional attitude.			
39.	Demonstrates leadership ability.			
40.	Incorporates research into nursing practice.			
41.	Carries out established research protocols.			
42.	Conflict management/resolution.			
43.	Clinical preparation for actual nursing practice.			
44.	Overall performance/preparation for nursing practice.			

Thank you very much for your help.

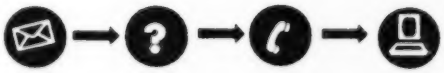
Please return to Harper in postage paid envelope provided.

Operational Staff:

Janice Cook, Administrative Secretary
Cal Meltesen, Research Analyst
Karla Hill, Research Clerk
Susannah Swift, Clerk
Donna Woodruff, Clerk

William Rainey Harper College
1200 West Algonquin Road
Palatine, Illinois 60067-7398

Office
of
Planning
and
Research



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